

2021–2022

COMPENSATION MANUAL



**ADMINISTRATIVE MANAGEMENT  
PAY SCHEDULE**

## 2021–2022 Administrative Management (AM) Compensation Plan

Paygrade	Assignment	Duty Days
AM1	Coordinator, Inventory Maint/Asset Inventory & Records Mgmt	226
	Coordinator, Purchasing	226
	Coordinator, Safety	226
	Coordinator, Superintendent Services	226
	Specialist, Benefits	226
	Specialist, Business Systems	226
	Specialist, Communications Webmaster	226
	Specialist, Data Quality PEIMS	226
	Specialist, Human Resources	226
	Specialist, PEIMS (High School)	226
	Specialist, PEIMS Submission	226
	Specialist, MAC	226
	Specialist, Systems	226
	Specialist, Truancy	226
	Supervisor, Nutrition	226
	Supervisor, Nutrition Production	226
	Supervisor, Nutrition Warehouse	260

	Minimum	Midpoint	Maximum
Daily Rate	\$ 199.92	\$ 240.00	\$ 280.08
226 Days	\$ 45,182.00	\$ 54,240.00	\$ 63,298.00
260 Days	\$ 51,979.00	\$ 62,400.00	\$ 72,821.00

Paygrade	Assignment	Duty Days
AM2	Coordinator, Certification/Personnel Records	226
	Coordinator, Custodial	260
	Coordinator, Position Control	226
	Coordinator, Security	226
	Coordinator, Recruitment & Retention	226
	Registered Dietician	226
	Specialist, AV & Inventory	226
	Specialist, Communications	226
	Specialist, Communications Multimedia	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 225.91	\$ 271.20	\$ 316.49
226 Days	\$ 51,056.00	\$ 61,291.00	\$ 71,527.00
260 Days	\$ 58,737.00	\$ 70,512.00	\$ 82,287.00

Paygrade	Assignment	Duty Days
AM3	Accountant	226
	Manager, Payroll	226
	Manager, Grant	226
	Manager, Risk	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 279.00	\$ 334.93	\$ 390.86
226 Days	\$ 63,054.00	\$ 75,694.00	\$ 88,334.00

Paygrade	Assignment	Duty Days
AM4	Assistant Police Chief	226
	Director, External Communications	226
	Director, Information Systems (PEIMS)	226
	Director, Maintenance Services	260
	Director, Nutrition Services	226
	Director, Transportation	226
	Data Base Engineer	226
	Network Engineer	226
	Systems Engineer	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 354.32	\$ 425.36	\$ 496.40
226 Days	\$ 80,076.00	\$ 96,131.00	\$ 112,186.00
260 Days	\$ 92,123.00	\$ 110,594.00	\$ 129,064.00

Paygrade	Assignment	Duty Days
AM5	Chief of Police	226
	Director, Purchasing/Warehouse	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 415.79	\$ 489.16	\$ 562.53
226 Days	\$ 93,969.00	\$ 110,550.00	\$ 127,132.00

**ADMINISTRATIVE PROFESSIONAL  
PAY SCHEDULE**

**2021–2022 Administrative Professional (AP) Compensation Plan**

Paygrade	Assignment	Duty Days
AP1	Athletic Trainer, Assistant	220
	Facilitator, Math/Literacy/Science	217
	Specialist, Academic Career & Technology Education (CTE)	217
	Specialist, District Transition (Special Ed)	197
	Specialist, Early Childhood	217
	Specialist, GATE	217
	Specialist, Instructional (Special Ed)	197
	Specialist, Instructional ELL (Eng Lang Learners)	217
	Specialist, Library Media	187/197
	Specialist, LPAC	207
	Specialist, Teacher	217
	Speech Language Pathologist Assistant	192

	Minimum	Midpoint	Maximum
Daily Rate	\$ 278.05	\$ 335.00	\$ 391.95

187 Days	\$ 51,995.00	\$ 62,645.00	\$ 73,295.00
192 Days	\$ 53,386.00	\$ 64,320.00	\$ 75,254.00
197 Days	\$ 54,776.00	\$ 65,995.00	\$ 77,214.00
207 Days	\$ 57,556.00	\$ 69,345.00	\$ 81,134.00
217 Days	\$ 60,337.00	\$ 72,695.00	\$ 85,053.00
220 Days	\$ 61,171.00	\$ 73,700.00	\$ 86,229.00

Paygrade	Assignment	Duty Days
AP2	Academic Athletic Advisor	226
	Athletic Trainer, Head	226
	Counselor (PACE/Summit)	202
	Counselor, Collegiate	207
	Counselor, Elementary	197
	Counselor, Intermediate	202
	Counselor, Middle School	202
	Counselor, STEAM	202
	Physical Therapist	192
	Speech Language Pathologist Assistant Bilingual	192

	Minimum	Midpoint	Maximum
Daily Rate	\$ 286.39	\$ 345.05	\$ 403.71

192 Days	\$ 54,987.00	\$ 66,250.00	\$ 77,512.00
197 Days	\$ 56,419.00	\$ 67,975.00	\$ 79,531.00
202 Days	\$ 57,851.00	\$ 69,700.00	\$ 81,549.00
207 Days	\$ 59,283.00	\$ 71,425.00	\$ 83,568.00
226 Days	\$ 64,724.00	\$ 77,981.00	\$ 91,238.00

Paygrade	Assignment	Duty Days
AP3	Assistant Principal, Elementary/Intermediate	212
	Campus Instructional Technologist	226
	Counselor, High School	207
	Counselor, Lead (High School)	226
	Counselor, Transcript Specialist (High School)	226
	Counselor, Social Emotional Learners (SEL)	207
	Diagnostician	197
	Head Swim Coach/Natatorium	226
	Licensed Specialist School Psychology (LSSP)	197
	Occupational Therapist	192
	Social Worker	207
	Specialist, Behavior Intervention	212/197
	Speech Language Pathologist	192
	Testing Coordinator (High School)	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 294.98	\$ 355.40	\$ 415.82

192 Days	\$ 56,636.00	\$ 68,237.00	\$ 79,837.00
197 Days	\$ 58,111.00	\$ 70,014.00	\$ 81,917.00
207 Days	\$ 61,061.00	\$ 73,568.00	\$ 86,075.00
212 Days	\$ 62,536.00	\$ 75,345.00	\$ 88,154.00
226 Days	\$ 66,665.00	\$ 80,320.00	\$ 93,975.00

Paygrade	Assignment	Duty Days
AP4	Academic Dean (Collegiate Academy)	226
	Assistant Principal, Middle School	217
	Coordinator, Bilingual	226
	Coordinator, CTE College Career & Military Readiness	226
	Coordinator, Early Childhood	226
	Coordinator, Family Engagement	226
	Coordinator, Instructional Technology	226
	Coordinator, Special Education	217
	Coordinator, Instructional	226
	Coordinator, Instructional (Reading Academy)	226
	Diagnostician (Bilingual)	197
	Speech Language Pathologist (Bilingual)	192

	Minimum	Midpoint	Maximum
Daily Rate	\$ 304.93	\$ 366.06	\$ 427.19

192 Days	\$ 58,547.00	\$ 70,284.00	\$ 82,020.00
197 Days	\$ 60,071.00	\$ 72,114.00	\$ 84,156.00
217 Days	\$ 66,170.00	\$ 79,435.00	\$ 92,700.00
226 Days	\$ 68,914.00	\$ 82,730.00	\$ 96,545.00

**2021–2022 Administrative Professional (AP) Compensation Plan**

Paygrade	Assignment	Duty Days
AP5	Assistant Principal, High School	217
	Associate Principal, High School	220/226
	Assistant Principal, PACE & Summit	217

	Minimum	Midpoint	Maximum
Daily Rate	\$ 317.12	\$ 380.70	\$ 444.28
217 Days	\$ 68,815.00	\$ 82,612.00	\$ 96,409.00
220 Days	\$ 69,766.00	\$ 83,754.00	\$ 97,742.00
226 Days	\$ 71,669.00	\$ 86,038.00	\$ 100,407.00

Paygrade	Assignment	Duty Days
AP6	Assistant Athletic Director	226
	Director, Counseling	226
	Director, Data Assessment & Accountability	226
	Director, Fine Arts	226
	Director, Nursing	226
	Director, Technology Operations	226
	Principal, Collegiate Academy	226
	Principal, Elementary	226
	Principal, Intermediate	226
	Principal, PACE (AEP)	226
	Principal, Summit (DAEP)	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 352.31	\$ 418.77	\$ 485.23
226 Days	\$ 79,622.00	\$ 94,642.00	\$ 109,662.00

Paygrade	Assignment	Duty Days
AP7	Director, Accounting	226
	Director, Advanced Academics & Innovation	226
	Director, CTE/College & Career Readiness	226
	Director, Curriculum & Instruction	226
	Director, Human Resources	226
	Director, School Improvement & Strategic Initiatives	226
	Director, Language Acquisition & Early Childhood	226
	Director, Professional Development & Program Evaluation	226
	Director, Special Education	226
	Director, State & Federal Programs	226
	Director, Student Services	226
	Head Basketball Coach	226
	Head Football Coach	226
	Principal, Middle School	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 393.99	\$ 460.65	\$ 527.31
226 Days	\$ 89,042.00	\$ 104,107.00	\$ 119,172.00

Paygrade	Assignment	Duty Days
AP8	Executive Director, Academic Services	226
	Executive Principal, High School	226

	Minimum	Midpoint	Maximum
Daily Rate	\$ 459.50	\$ 525.14	\$ 590.78
226 Days	\$ 103,847.00	\$ 118,682.00	\$ 133,516.00

Paygrade	Assignment	Duty Days
AP9	Chief Academic Officer	226
	Chief Communications Officer	226
	Chief Financial Officer	226
	Chief Human Resources Officer	226
	Chief of Schools	226
	Chief of Staff & Operations	226
	Chief Technology Officer	226
	Chief Special Initiatives & Collaborative Communities	226
	Chief of School Improvement & Strategic Initiatives	226
	Director Athletics	226

226 Days	<b>NEGOTIATED</b>
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**SUPERINTENDENT OF SCHOOLS**

226 Days	<b>NEGOTIATED</b>
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**ADMINISTRATIVE SUPPORT  
PAY SCHEDULE**

**2021–2022 Administrative Support (AS) Compensation Plan**

Paygrade	Assignment	Duty Days
AS1	Aide, Copy Center/Mail	207
	Clerk, Counselor	202
	Clerk, Special Ed	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 11.39	\$ 13.90	\$ 16.41
187 Days	\$ 15,974.00	\$ 19,495.00	\$ 23,015.00
202 Days	\$ 17,256.00	\$ 21,059.00	\$ 24,861.00
207 Days	\$ 17,683.00	\$ 21,580.00	\$ 25,477.00

Paygrade	Assignment	Duty Days
AS2	Clerk, Office	187
	Clerk, Receptionist (High School)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.77	\$ 15.57	\$ 18.37
187 Days	\$ 17,910.00	\$ 21,837.00	\$ 25,764.00
226 Days	\$ 21,645.00	\$ 26,391.00	\$ 31,137.00

Paygrade	Assignment	Duty Days
AS3	Clerk, Attendance	197
	Clerk, LPAC	197
	Clerk, Records (High School)	226
	Clerk, Substitutes (High School)	187
	Secretary, Assistant Principal (Middle School)	197
	Secretary, Counselor	197

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 14.07	\$ 17.16	\$ 20.25
187 Days	\$ 19,733.00	\$ 24,067.00	\$ 28,401.00
197 Days	\$ 20,788.00	\$ 25,354.00	\$ 29,919.00
226 Days	\$ 23,849.00	\$ 29,086.00	\$ 34,324.00

Paygrade	Assignment	Duty Days
AS4	Aide, Media Center	207
	Clerk, Data Management (Special Ed)	226
	Clerk, District Copy	197
	Clerk, Free & Reduced	226
	Clerk, SEMS/SERS (Special Ed)	207
	Clerk, Special Needs (Transportation)	226
	Clerk, Truancy Records	197
	Clerk, Withdrawal	197
	District Receptionist	226
	Office Manager (Athletics)	226
	Secretary, Assistant Principal (High School)	197
	Secretary/Receptionist (STEAM)	220

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 15.05	\$ 18.36	\$ 21.67
197 Days	\$ 22,236.00	\$ 27,127.00	\$ 32,017.00
207 Days	\$ 23,365.00	\$ 28,504.00	\$ 33,643.00
220 Days	\$ 24,833.00	\$ 30,294.00	\$ 35,756.00
226 Days	\$ 25,510.00	\$ 31,120.00	\$ 36,731.00

Paygrade	Assignment	Duty Days
AS5	Clerk, Bookkeeper (High School)	226
	Student Management Supervisor (Transportation)	226
	Clerk, Transportation Shop	260
	Secretary, Associate Principal	226
	Secretary, Collegiate	226
	Secretary, Principal (Elementary/Intermediate)	217
	Secretary, Principal (Middle School)	220
	Secretary, Principal (Summit)	226
	Secretary, Principal (PACE)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 16.33	\$ 19.92	\$ 23.51
217 Days	\$ 26,577.00	\$ 32,420.00	\$ 38,263.00
220 Days	\$ 26,945.00	\$ 32,868.00	\$ 38,792.00
226 Days	\$ 27,679.00	\$ 33,764.00	\$ 39,849.00
260 Days	\$ 31,844.00	\$ 38,844.00	\$ 45,845.00

Paygrade	Assignment	Duty Days
AS6	Clerk, Accounts Payable	226
	Secretary, Department	226
	Secretary, Executive Principal (High School)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 17.97	\$ 21.91	\$ 25.85
226 Days	\$ 30,459.00	\$ 37,137.00	\$ 43,816.00



**2021–2022 Administrative Support (AS) Compensation Plan**

Paygrade	Assignment	Duty Days
AS7		
	Truancy Officer	212
	Specialist, Payroll	226
	Secretary, Executive	226
	Family Engagement Liaison	197
	Licensed Specialist in School Psychology (LSSP) Intern	192

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 21.20	\$ 25.85	\$ 30.50

192 Days	\$ 30,528.00	\$ 37,224.00	\$ 43,920.00
197 Days	\$ 31,323.00	\$ 38,193.00	\$ 45,064.00
212 Days	\$ 33,708.00	\$ 41,102.00	\$ 48,495.00
226 Days	\$ 35,934.00	\$ 43,816.00	\$ 51,698.00

Paygrade	Assignment	Duty Days
AS8		
	Secretary, Superintendent	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 29.68	\$ 36.19	\$ 42.70

226 Days	\$ 50,308.00	\$ 61,342.00	\$ 72,377.00
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**INSTRUCTIONAL SUPPORT  
PAY SCHEDULE**

**2021–2022 Instructional Support (IS) Compensation Plan**

Paygrade	Assignment	Duty Days
IS1	Aide, Bilingual	187
	Aide, ESL	187
	Aide, Instructional	187
	Aide, Physical Education	187
	Aide, Pre-Kindergarten	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 11.62	\$14.00	\$ 16.38

187 Days	\$ 16,297.00	\$ 19,635.00	\$ 22,973.00
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Paygrade	Assignment	Duty Days
IS2	Aide, Health Services	187
	Aide, Library	187
	Aide, Media Tech (CTE)	187
	Aide, Special Education (Resource/Inclusion)	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.20	\$14.70	\$ 17.20

187 Days	\$ 17,111.00	\$ 20,617.00	\$ 24,123.00
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Paygrade	Assignment	Duty Days
IS3	Aide, Behavior	187
	Aide/Clerk	187
	Aide, In School Suspension	187
	Aide, Special Education (FAST)	187
	Aide, Special Education (Structured Learning Classroom)	187
	Aide, Special Education (PPCD)	187
	Aide, Special Education (Behavior)	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.82	\$15.44	\$ 18.06

187 Days	\$ 17,980.00	\$ 21,655.00	\$ 25,329.00
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Paygrade	Assignment	Duty Days
IS4	Facilitator Digital Classroom	187
	Permanent Sub	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 13.74	\$16.55	\$ 19.36

187 Days	\$ 19,270.00	\$ 23,211.00	\$ 27,152.00
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Paygrade	Assignment	Duty Days
IS5	Occupational Therapist Assistant	192

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 30.22	\$36.41	\$ 42.60

192 Days	\$ 43,517.00	\$ 52,430.00	\$ 61,344.00
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**AUXILIARY SUPPORT  
PAY SCHEDULE**

## 2021–2022 Auxiliary Support (AUX) Compensation Plan

Paygrade	Assignment	Duty Days
AUX1		
	Bus Attendant	187
	Custodian	260
	Food Service Assistant	184
	Food Service Assistant (Production/Catering)	187
	Lifeguard	260

Paygrade	Assignment	Duty Days
AUX2		
	Custodian Assistant Lead	260
	Floor Technician	260
	Food Assistant Lead	186
	Groundskeeper	260

Paygrade	Assignment	Duty Days
AUX3		
	Security Officer	192
	Custodian Lead	260
	Driver, Central Warehouse	226
	Driver, Nutrition Warehouse	260
	Electrician Helper	260
	HVAC Filter Technician	260
	Lifeguard Head	260
	Painter Helper	260
	Parking Guard	184
	Technician Level II (Transportation)	260
	Warehouse Worker (Nutrition)	187
	Warehouse Worker (Receiving)	226
	Worker, Document Management	226

Paygrade	Assignment	Duty Days
AUX4		
	Bus Driver	187
	Custodian Lead (High School)	260
	Equipment Operator	260
	Maintenance Technician	260
	Maintenance Technician (High School)	260

Paygrade	Assignment	Duty Days
AUX5		
	Carpenter	260
	Dispatcher (Security)	192
	Dispatcher/Driver (Transportation)	226
	Groundskeeper Assistant Lead	260
	Maintenance Technician Asst Lead (High School)	260
	Nutrition Services Manager (Elem/Int/MS)	186
	Route Coordinator (Transportation)	226
	Transportation Floater	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 10.25	\$ 12.50	\$ 14.75
184 Days	\$ 15,088.00	\$ 18,400.00	\$ 21,712.00
187 Days	\$ 14,376.00	\$ 18,700.00	\$ 22,066.00
260 Days	\$ 21,320.00	\$ 26,000.00	\$ 30,680.00

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 12.10	\$ 14.76	\$ 17.42
186 Days	\$ 18,005.00	\$ 21,963.00	\$ 25,921.00
260 Days	\$ 25,168.00	\$ 30,701.00	\$ 36,234.00

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 13.58	\$ 16.56	\$ 19.54
184 Days	\$ 19,990.00	\$ 24,376.00	\$ 28,763.00
187 Days	\$ 20,316.00	\$ 24,774.00	\$ 29,232.00
192 Days	\$ 20,859.00	\$ 25,436.00	\$ 30,013.00
226 Days	\$ 24,553.00	\$ 29,940.00	\$ 35,328.00
260 Days	\$ 28,246.00	\$ 34,445.00	\$ 40,643.00

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 14.53	\$ 17.72	\$ 20.91
187 Days	\$ 21,737.00	\$ 26,509.00	\$ 31,281.00
260 Days	\$ 30,222.00	\$ 36,858.00	\$ 43,493.00

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 15.11	\$ 18.43	\$ 21.75
186 Days	\$ 22,484.00	\$ 27,424.00	\$ 32,364.00
187 Days	\$ 22,605.00	\$ 27,571.00	\$ 32,538.00
192 Days	\$ 23,209.00	\$ 28,308.00	\$ 33,408.00
226 Days	\$ 27,319.00	\$ 33,321.00	\$ 39,324.00
260 Days	\$ 31,429.00	\$ 38,334.00	\$ 45,240.00

## 2021–2022 Auxiliary Support (AUX) Compensation Plan

Paygrade	Assignment	Duty Days
AUX6		
	Coordinator Safety & Training (Transportation)	226
	Electrician Journeyman	260
	Groundskeeper Lead	260
	HVAC Technician	260
	HVAC Technician (High School)	260
	Integrated Pest Management	260
	Locksmith	260
	Maintenance Technician Lead (High School)	260
	Nutrition Services Manager (High School)	186
	Painter Lead	260
	Plumber Journeyman	260
	Route Supervisor (Special Ed)	226
	Shop Foreman	260
	Specialist, Technology Support	226
	Supervisor, Security	226
	Technician Level III	260
	Welder Small Engine Mechanic	260

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 18.74	\$ 22.85	\$ 26.96
186 Days	\$ 27,885.00	\$ 34,001.00	\$ 40,116.00
226 Days	\$ 33,882.00	\$ 41,313.00	\$ 48,744.00
260 Days	\$ 38,979.00	\$ 47,528.00	\$ 56,077.00

Paygrade	Assignment	Duty Days
AUX7		
	District Chef	212
	Electronics Technician (Security)	226
	HVAC Technician Asst Lead	260
	Supervisor Custodial	260
	Supervisor Maintenance	260
	Supervisor Natatorium	260
	Supervisor Warehouse	226
	Technology Help Desk Tech	226
	Technology Technician	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 20.87	\$ 25.14	\$ 29.41
212 Days	\$ 35,395.00	\$ 42,637.00	\$ 49,879.00
226 Days	\$ 37,733.00	\$ 45,453.00	\$ 53,173.00
260 Days	\$ 43,410.00	\$ 52,291.00	\$ 61,173.00

Paygrade	Assignment	Duty Days
AUX8		
	Electrician Master	260
	Fleet Manager	260
	HVAC Technician Lead	260
	Operations Manager	226
	Plumber Master	260
	Licensed Vocational Nurse (LVN-7.5 Hour)	187

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 23.29	\$ 27.73	\$ 32.17
187 Days (LVN)	\$ 32,664.00	\$ 38,891.00	\$ 45,118.00
187 Days	\$ 34,842.00	\$ 41,484.00	\$ 48,126.00
226 Days	\$ 42,108.00	\$ 50,136.00	\$ 58,163.00
260 Days	\$ 48,443.00	\$ 57,678.00	\$ 66,914.00

Paygrade	Assignment	Duty Days
POL		
	Police Officer (Temporary)	226
	Police Officer (Basic)	226
	Police Officer (Intermediate)	226
	Police Officer (Advanced)	226
	Police Officer (Master)	226
	Police Office (Sergeant)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 23.18	\$ 31.10	\$ 39.03
226 Days	\$ 41,909.00	\$ 56,229.00	\$ 70,566.00

Paygrade	Assignment	Duty Days
POL1		
	Dispatcher (No experience)	226
	Dispatcher (Experience with no certification)	226
	Dispatcher (Basic certification)	226
	Dispatcher (Intermediate certification)	226
	Dispatcher (Advanced certification)	226
	Dispatcher (Master certification)	226

	Minimum	Midpoint	Maximum
Hourly Rate	\$ 16.81	\$ 18.22	\$ 19.64
226 Days	\$ 30,392.00	\$ 32,942.00	\$ 35,509.00